



BetterWork

Haiti

AT A GLANCE



International
Labour
Organization



International
Finance
Corporation
WORLD BANK GROUP

In numbers



~1 billion

Value of apparel exports in USD (90% of national exports)



90

Percentage of exports sent to North America



32

Exporting factories enrolled with Better Work (100% of the industry)



50,000

Workers in Better Work-registered factories



65

Percentage of female workers

Better Work Haiti strives to create a garment industry that provides decent work to a projected 65,000 workers, lifting their families and communities out of poverty, empowering women, boosting national income and improving social stability.

Building on the strong partnerships Better Work has developed with the government, global brands, employers and unions, over the next five years, the programme will play a central role in realizing the full potential of the HOPE II Act – a preferential trade deal with the US. Convening diverse stakeholders to tackle shared challenges and supporting institutions' efforts to monitor and safeguard factory compliance with international labour standards will be top priorities.

“Moving beyond a top-down approach to development through engaging with all our partners — brands, businesses and workers as well as government — is the fastest way to turn policy to action and see Haiti fulfil its potential as a competitive supplier of garments to global markets. Better Work supports the national social dialogue that brings that future closer.”

CLAUDINE FRANÇOIS, BETTER WORK HAITI PROGRAMME MANAGER

Impact to date

Since 2009, Better Work Haiti—a joint initiative of the UN’s International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group—has engaged workers, employers, the government and multinational businesses to steadily improve adherence to labour standards and improve competitiveness in the garment industry. Through assessments, training and advisory work at the factory level, as well as research and advocacy at the national and regional level, the programme has:



IMPROVED WORKING CONDITIONS.

100% of Better Work factories now pay the legally required minimum wage. Factories have also significantly improved their compliance with leave and holiday payments, as well as subscriptions to social security schemes.



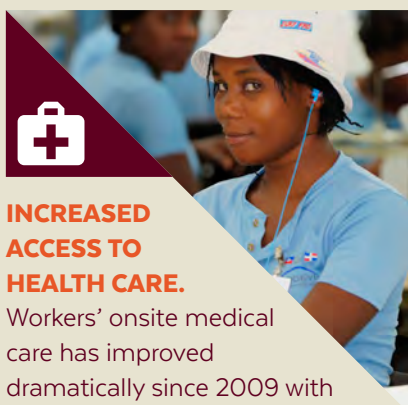
TRAINED FACTORY SUPERVISORS.

Nearly 2,000 supervisors have been trained in Human Resources and people management skills. Training female supervisors has resulted in a 22% increase in factory productivity.



ENHANCED BUSINESS PERFORMANCE.

Better Work has helped reduce verbal abuse at the workplace, which has boosted worker morale and, as a result, firm performance.



INCREASED ACCESS TO HEALTH CARE.

Workers’ onsite medical care has improved dramatically since 2009 with a greater number of doctors and nurses in factories. The number of women reporting access to prenatal care has quadrupled in five years.



SUPPORTED FAMILIES. The number of workers reporting that their children are not in school due to financial constraints has declined since the launch of Better Work Haiti.



BUILT INSTITUTIONAL CAPACITY. Better Work has cemented a strong relationship with the Ministry of Social Affairs and Labour (MAST), leading to a range of initiatives including a successful vocational training program for labour inspectors.

Facts and figures drawn from independent research by Tufts University: go.betterwork.org/impact.

Where next?

During its next strategic phase (2018–22), Better Work Haiti will build on its impact to date with four broad objectives:

1. IMPROVE WORKING CONDITIONS AND FACTORY MANAGEMENT PRACTICES.

◆ Deliver tried-and-tested assessment and advisory services in existing and new garment factories to cut rates of labour law non-compliance, working to gradually transfer responsibility to factories to solve issues in-house.

◆ Strengthen worker-management committees in all garment factories through specialized training and by promoting the representation of women, improving worker empowerment across the sector.

◆ Broaden Better Work’s training to meet new needs including those relating to labour law, sexual harassment prevention, human resource management and the meaningful fulfilment of legal requirements to hire workers with disabilities.

2. SUPPORT A GROWING GARMENT INDUSTRY TO BOOST EMPLOYMENT AND REDUCE POVERTY.

- ◆ Encourage the expansion of the industry, predicted to add 15,000 workers by 2022, attracting business investment through regular networking events, data sharing and the coordination of national stakeholders involved in the apparel industry.
- ◆ Amplify the impact of the recent factory productivity project and share international research that highlights the possibilities for firms to see bottom line gains by improving working conditions.
- ◆ Collaborate with Better Work Nicaragua to lead a potential Central American initiative, sharing expertise to reach some 500,000 workers and highlighting the region as an attractive sourcing destination.

3. STRENGTHEN NATIONAL INSTITUTIONS IN GOVERNING THE LABOUR MARKET.

- ◆ Convene stakeholders and advise the government on the long-pending labour law reform process, opening the door for greater investment and promoting fair working conditions.
- ◆ Scale up proven Better Work factory assessment methodologies by training labour inspectors from the Ministry of Social Affairs and Labour, strengthening their ability to oversee labour compliance in Haiti. Intensify direct collaboration with inspectors, including through secondments to Better Work.
- ◆ Strive to make the industry more inclusive by extending dialogue with key Haitian government institutions such as the Office for the Integration of

Persons with Disabilities. Disseminate good practices and showcase individual success stories.

- ◆ Strengthen union and employer associations' capacity to support their members. Gradually transfer the delivery of certain trainings to these partners through the training-of-trainers, enabling them to roll out Better Work learning to a larger number of workers and managers.

4. EMPOWER WOMEN, REDUCE SEXUAL HARASSMENT AND CLOSE THE GENDER PAY GAP.

- ◆ Improve access to health services, including maternity protection, through cooperation with the Office for Employment Injury, Illness and Maternity and increasing workers' insurance coverage. In partnership with other entities, train factory clinic staff to better cater to workers' health needs, including training to identify and respond to signs of gender based violence among workers.
- ◆ Train all Better Work staff on sexual harassment awareness and prevention, and systematize the inclusion of harassment prevention and gender equality within Better Work and in-house factory training programmes. Collaborate closely with other organizations on this subject, e.g. by organizing awareness campaigns and sharing of training materials.
- ◆ Scale up the delivery of new and established training modules with a focus on leadership and people-management skills for women, promoting women's career development in unions and employers' associations, as well as the representation of women in supervisory and management positions

Key Partners



GOVERNMENT

- ◆ Ministry of Social Affairs and Labour (MAST)
- ◆ Office of the Labour Ombudsman (BMST)
- ◆ National Insurance and Pensions Office (ONA)
- ◆ Office for Employment Injury, Illness and Maternity (OFTMA)
- ◆ Ministry of Commerce (MCI)
- ◆ Office of the State Secretary for the Integration of People with Disabilities (BSEIPH)



EMPLOYER ORGANIZATIONS

- ◆ Association of Haitian Industries (ADIH)
- ◆ Economic Forum



WORKERS ORGANIZATIONS

- ◆ All unions active in the garment sector



BUSINESS COMMUNITY

- ◆ 17 brand and retail partners

CURRENT DONORS: US DEPARTMENT OF LABOR INTERNATIONAL FINANCE CORPORATION